



## Corporate Environmental, Health & Social Responsibility Policy

Allied Motion is committed to responsible and sustainable business practices that create Value for our customers, employees and stakeholders. As a Global Company, our stakeholders and business locations are diverse. We fully understand the expectations associated with this diversity and Corporate Governance Policies are in place that provide the fundamental practices for our daily operations and are the responsibility of all Allied employees. We are committed to understand, monitor and manage our social, environmental and economic impact, while continually improving the environment and providing a work environment that is conducive to the safety and sustained well being of its customers, employees, shareholders, suppliers, business partners and the surrounding communities.

This commitment is a fundamental objective of the Allied Motion business strategy and it is the *individual* and *collective responsibility* of all Allied Motion employees and business partners. This commitment is promoted at all organizational levels through training, communication and deployment of the Allied Systematic Tools (AST).

Corporate Social Responsibility is defined as:

- Utilizing Socially responsible and ethical business practices
- Demonstrating continual improvement for a safe and environmentally friendly work place
- Continual reduction of our environmental impact
- Respect for human rights and support for the local communities and cultures of our business locations

Allied Motion takes serious consideration for items pertaining to Corporate Social Responsibility and has deployed and supports our Code of Conduct and Business Ethics. Allied Motion employees are required to read, understand and return signed acknowledgement of this policy and expectations exist for organizational leadership to perform as role models and demonstrate active support for this policy in daily activities and decisions.

Our Corporate Social Responsibility Policy is predicated upon existing and emerging expectations as follows:



## Value

Allied Motion creates tangible value for our customers, employees and stakeholders through the development and application of “Motion Solutions That Change the Game”.

- Our Shareholders, by increasing our core value in a lawful manner and our commitment to compliance that is socially and environmentally responsible.
- Our Employees, by promoting their *involvement*, *development* and *participation* at all levels, stimulating *creativity*, *innovation*, and *team work* and demonstrating continual improvement for a safe and environmentally friendly work place.
- Our Suppliers and Business Partners, by working pro-actively for the *development* of long-term *partnerships* based upon Integrity and co-operation, striving for improved and environmentally responsible equipment, materials, and services.
- Our Surrounding Communities, by reducing the environmental impact of our activities, products and services through prevention of pollution, promotion of the safety and health of our employees and the general public.

## Integrity

Allied Motion maintains the highest level of integrity and treats all of our customers, employees and stakeholders openly, honestly and with respect.

## AST

Allied Motion utilizes *Allied Systematic Tools*, an integral part of our lean strategy, to continuously improve Quality, Delivery, Cost and Innovation.

## Stakeholder Relations

We are committed to apply fair labor practices while respecting the national and local laws of the countries and communities where we operate and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation or harassment.

We do not tolerate human rights abuses, human trafficking and/or slavery, the use of child labor, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

A handwritten signature in black ink that reads "Richard S. Warzala".

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Richard S. Warzala

Chairman & CEO

Allied Motion Technologies, Inc.